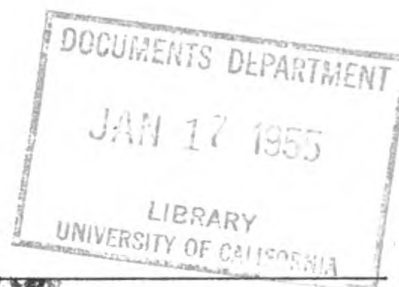


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**CIVIL AFFAIRS GUIDE;  
LABOR RELATIONS AND  
MILITARY GOVERNMENT**



**CONFIDENTIAL**

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## NOTE

Civil Affairs Information Guides and Civil Affairs Guides are designated to aid civil affairs officers dealing with problems in liberated areas, each guide being focused upon a specific problem in a particular area. These guides are not basic collections of factual information, as are the Civil Affairs Handbooks, nor are the recommendations contained in the guides intended to take the place of plans prepared in the field. They are rather designed to point the factual information toward the making and executing of plans by those civil affairs officers assigned to this work in the theaters of operation. *In no sense is a Guide to be taken as an order.* Such orders will be issued in the normal manner.

This Guide has been approved by the Committee on Civil Affairs Studies.

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## FOREWORD

This Guide is one of a series of Guides dealing with labor problems. They are:

1. The Organization of Labor Supply in Germany.
2. Wages, Hours, and Working Conditions of Industrial Labor in Germany.
3. Three Guides dealing with Social Security Measures under Military Government.
4. Public and Private Welfare in Germany.
5. Repatriation and Care of Foreign Civilian Workers in Germany.

This Guide is based on the Civil Affairs Handbook for Germany, Section 9, "Labor," where additional information may be found.



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## SUMMARY

1. The German workers are the only economic group in Nazi society without an organization of their own. The German Labor Front is neither a trade union, nor an affiliation of trade unions, nor a corporation of employers' and employees' associations. It is the political instrument of the Nazi Party for the manipulation of the German worker and employee.

2. The Commissioner General for Labor Supply and the Reich Ministry for Armaments and War Production are the supreme government agents for the control of labor. These controls are complete.

3. It is likely that, as soon as the Nazi system collapses, the German workers and salaried employees will endeavor to create their own organizations. Trade unions, works councils, and shop committees are likely to arise spontaneously. This period will be chaotic. Various factions will compete for power over the working classes. It is likely that in this situation the older trade unionists will exert a rather conservative influence.

4. It is advisable to establish a labor authority in Military Government.

5. A Central German Labor Office should be established.

6. The German Labor Front should be dissolved, its property should be taken into custody, and its leaders at the national and at the regional level (*Gau*), as well as the members of the Plant Brigades and of the Political Shock Troops, should be arrested.

7. It is recommended that the Nazi Acts for the Regulation of National Labor be rescinded.

8. It is recommended that the Nazi amendments to the Statute of Labor Law Courts be rescinded.

9. It is recommended that the restrictions against organizations of workers, salaried employees, and employers be removed, under the limitations described in the text. Collective bargaining should be permitted within the framework of Military Government regulations as to wages, etc.

10. The establishment of grievance machinery in plants, shops, and offices should be facilitated.

11. Decrees protecting workers and salaried employees against discriminatory dismissals should be issued.

12. The basic aims underlying the policies here set forth are:

a. To restore conditions necessary to the development of democratic institutions in the field of labor, including labor organizations and employer associations.

b. To eliminate repressive, discriminatory, and unjust labor controls.

c. To institute as new measures, rather than as continuations of Nazi institutions, such labor controls as Military Government finds necessary.



## I. ANALYSIS OF THE PROBLEM

Under the Nazis, the German workers have been deprived of any organization which represents them as a group and they are the only economic group in Germany without such representation. Business is still organized into cartels, groups, and chambers. The professions are organized, agriculture is organized in the Reich Food Estate. Since the old trade unions were smashed and the Works Councils abolished in 1933, labor has had no organization of its own but instead has been subject to a dual control: (1) through the Labor Front and its subsidiary organizations—largely a Party control; (2) through the state agencies—the Labor Exchanges, Labor Trustees, the Office of the Commissioner General for Labor Supply (Fritz Sauckel), and the Labor Supply Engineers of the Ministry of Armaments and War Production (Albert Speer).

The former collective bargaining agreements have been replaced by regulations issued by the Labor Trustees, who have full authority and discretion to fix wages and labor standards. The Works Councils have been replaced by Councils of Trust appointed by the Labor Trustees for each plant from nominations prepared by the Labor Front. The employer sits as chairman of the Council.

Since there are no longer any collective agreements to interpret, apply, or enforce through civil suits, the jurisdiction of the Labor Courts has been curtailed both by law and by practice. In addition the Nazis have instituted the Social Honor Courts, a feeble and seldom-used institution, to "protect the honor of labor" by punishing employers who violate the rights of the worker and workers who violate labor discipline.

It is difficult to forecast the attitudes and actions of the masses of workers and employees in the period immediately following the collapse of the Nazi system. It seems probable, however, that as soon as the system collapses the German workers and salaried employees will endeavor to create again their own organizations. Trade unions and works councils are likely to be formed spontaneously. The period is likely to be chaotic. Economic problems, such as inflation and the break-down of price controls will be pressing. Various factions will compete for power and leadership. Some labor elements may strive for revolutionary action while others seek to cooperate with all anti-Fascist groups. Nazis may attempt to infiltrate into the new organizations, both in order to promote Nazi ideas and in order to save their own skins.

The situation may be materially affected by the changes which have occurred in the composition of German labor since the war. A very large proportion of the male population that would normally be employed is serving with the armed forces; a large number of women have been introduced; foreign labor and prisoners of war also account for a large section of the present labor force. The num-

ber of wage earners of German nationality has been reduced from some 22 million to 16 million, of whom about 8 million are now women, leaving only 8 million male German workers. Among these the proportion of older workers is undoubtedly abnormally high for the reasons already mentioned.

These changes make it difficult to predict how the various factions will fare. It is, however, possible to foresee that the old trade union organizations will be reestablished. These were:

The so-called "Free" Trade Unions, politically affiliated with the Social Democratic Party and belonging to the International Federation of Trade Unions, formerly located in Amsterdam, now in London.<sup>1</sup> They organized the bulk of the manual workers (about 5,400,000 members in 1930).

The Christian-National Unions, affiliated with the International Union of Christian Trade Unions, and weaker in number than the Free unions (about 1,600,000 members in 1930).

The Democratic Unions (Hirsch-Duncker), the least important (about 500,000 members in 1930).

It is conceivable (and available intelligence lends this hypothesis support) that the three wings may unite at an early moment to form a single trade union movement.

However, new trade unions organizations may emerge. The nationalistic and company unions may reemerge and may again serve as a cover for Nazis.

All groups will thus try to establish unions and works councils and will discuss political and economic questions.

## II. RECOMMENDATIONS

### A. Setting up a Labor Authority in Military Government

It is advisable that a central Labor Authority, with zonal offices, should be set up to exercise general supervision over Reich labor affairs and policies and to review the administration of labor matters by German civilian agencies as provided in these Guides. It should be coordinated with economic control authorities in Military Government.

### B. Restoration of a Central German Labor Office <sup>2</sup>

It is recommended that some of the functions now exercised by a number of Nazi labor agencies (such as the Commissioner General for Labor Supply and the Ministry for Armaments and War Production) be transferred to a reorganized central German labor office which should, as in the past, deal with all labor problems, including wages, hours, working conditions, industrial disputes, social insurance questions, and labor supply; it should be responsible to the Military Government Labor Authority.

While in the early period of Military Government all labor functions may have to be concentrated in the Labor Authority in Military Government, those functions should be progressively transferred to the Central German Labor Office as rapidly as the latter proves able to assume those functions.

<sup>1</sup> See appendix A for a list of the trade unions.

<sup>2</sup> For details see the Civil Affairs Guide "The Organization of Labor Supply in Germany."

The Labor Exchanges should be placed under the general authority and supervision of the Central German Labor Office.<sup>3</sup>

Provision should be made for restoring the conciliation and arbitration machinery of the Reich Ministry of Labor for the settlement of industrial disputes.

Awards may be declared binding if not disapproved by Military Government.

All disputes should be referred to the appropriate conciliators (agreed on by the parties in advance) or to official conciliators named by the Ministry of Labor with Military Government approval, before a stoppage takes place.<sup>4</sup>

### C. The Dissolution of the German Labor Front

The German Labor Front should be dissolved at once, and its property taken into custody. Its leaders at the national and the regional level (*Gau*) together with the members of the Plant Brigades and Political Shock Troops, should be arrested.<sup>5</sup>

The Labor Front is primarily a party institution created for the control and indoctrination of labor. The leaders of the Labor Front are leaders of the Reich Nazi Party (Robert Ley and his subordinates). The finances of the Labor Front are controlled by the Treasurer of the Nazi Party (Franz Schwarz), who determines the extent of the contributions and the investment policies. The property of the Labor Front consists in considerable part of property taken away from the trade unions. The Labor Front is neither a trade union nor a federation of trade unions and is not comparable to the Italian syndicates or corporations. Its membership includes both workers and employers, free professions, artists—in short, every working man and woman. The Labor Front exercises no effective control over working conditions but does exercise effective supervision over workers in a political sense through the Plant Chairman, Plant Brigades (*Werkscharen*), and the Political "Shock Troops."

The subsidiary or auxiliary institutions of the Labor Front should be disposed of as follows:

1. The Labor Chambers should be dissolved since they are purely propaganda institutions. The Councils of Trust, Plant Brigades, and Political Shock Troops should be dissolved since they are agents of the Nazi Party. The Social Honor Courts should be dissolved also.

2. The various bureaus which are concerned with the improvement of safety, hygiene, and working conditions in factories may be turned over to a German labor agency.

3. The physical assets of the Strength through Joy organization should be taken over by Military Government.

4. The buildings, printing presses, vehicles, and other property used by the Labor Front should be taken over for use by Military Government or may be lent for use on a day-to-day basis by labor organizations or other reconstituted agencies approved by the Military Government.

5. The property of the German Labor Front economic enterprises

<sup>3</sup> It is recommended that the separate Reich Institute for Employment Service and Unemployment Insurance *not* be restored.

<sup>4</sup> For details see appendix C.

<sup>5</sup> For the treatment of other Nazi members of the Labor Front, see the Civil Affairs Guide, "General Principles for the Dissolution of the Nazi Party and the Elimination of Nazis."



should be taken over. Its final disposition is dealt with in the appropriate Civil Affairs Guide dealing with the Property of the Nazi Party.

6. It is advisable not to place any obstacles in the way of the organization of consumer cooperatives by trade unions or their membership.<sup>6</sup>

#### **D. The Rescinding of the Statute for Regulation of National Labor (20 January 1934) and Statute for Ordering Labor in Public Administration and Enterprises (23 March 1934)**

These statutes provide for (a) election of Councils of Trust, (b) appointment of Labor Trustees, (c) regulation of wages and labor conditions, (d) establishment of Social Courts of Honor, and (e) protection against dismissal. It is advisable to rescind them; certain of their provisions, e. g., Councils of Trust and protection against dismissal, will be replaced by the restoration of grievance machinery.

#### **E. The Restoration of Labor Courts<sup>7</sup>**

It is advisable to rescind the Nazi amendments of 10 April 1934 and 20 March 1935 to the Statute of Labor Courts of 23 December 1926.

This change would restore the former status of the Labor Law Courts, which had jurisdiction over disputes concerning terms and conditions of employment, over the application of collective bargaining agreements entered into between unions and employers or employers' associations, and jurisdiction over disputes between works councils and employers. At the same time, provision should be made for restoring the practice of having employers and employees represented by officials of trade unions and employers' associations in the courts. Under the Nazis, the Labor Front had assumed this function. The effect of the suggested change will also be to restore the former method of appointing judges and laymen to the Labor Law Courts. Lay members of the courts were formerly appointed by the Ministry of Labor or by the court presidents on the basis of nominations submitted by trade unions and employers' associations. As soon as employers' associations and labor organizations have again begun to function, this procedure may be restored. Nazis and pro-Nazi elements should be removed from the Courts.<sup>8</sup>

#### **F. The Revival of Trade-Unions**

It is recommended that workers and salaried employees be permitted to form or join economic associations of their own choosing, for purposes of collective bargaining over wages, hours, conditions of employment, negotiations of grievances and for engaging in concerted activities for mutual aid or protection; provided that each such organization shall consist exclusively of employees, shall be independent of the employer, shall aim primarily at safeguarding the economic interests of its members in the field of labor relations, and shall not discriminate on grounds of race or nationality.

Though it is desirable from the point of view of military security to have dealings with local labor unions, a genuinely democratic development towards a zonal or national trade union organization

<sup>6</sup> For property of the cooperatives and its treatment, see the Civil Affairs Guide "Property of the Nazi Party."

<sup>7</sup> See Appendix B where the basic principles of labor law courts are outlined.

<sup>8</sup> See Civil Affairs Guide "Courts and Judicial Administration in Germany."



should not be impeded. The trade unions should have the right of free assembly, speech, and press, and free access to the radio and broadcasting on a nondiscriminatory basis provided only that such assembly, speech, or writing does not interfere with military necessity or public security.

The promise of freedom to organize constitutes the most direct and complete repudiation of Nazism and the most direct and complete avowal of democratic principles. Trade-union organizations, if re-established on a democratic basis, are likely to provide effective support for the occupation forces.

Under security regulations, Military Government will have the authority to review the elections of union (and employer association) officials. The election of Nazi and pro-Nazi elements should be prohibited, and the election of any such persons vetoed.

While Military Government should not assume responsibility for holding or even supervising trade-union elections, it can refuse to deal with those who fail to show that they have been democratically elected subsequent to the occupation of the territory in which they claim to represent a labor or employer group.

### **G. Union Activities**

1. Collective bargaining should be permitted within the framework of Military Government regulations as to wages, etc. Limited collective bargaining can deal with such matters as the following: piecework rates and differentials by skill within the general wage categories or wage levels established by regulation;<sup>9</sup> methods of pay; arrangements of hours of work; holidays; working conditions; sharing the work; notice of dismissal and other matters.

Employer and labor representatives should be permitted to make representations concerning wages and other matters subject to Military Government regulations to the appropriate authorities. Collective agreements on such subjects as the level of wage rates and other "regulated" matters must be subject to review and approval or modification by Military Government. In order to provide a legal basis for the collective agreements, legislation will have to be decreed by Military Government. This may follow the lines of the decree of 23 December 1918 in regard to collective bargaining<sup>10</sup> and of 30 October 1923 in regard to arbitration.<sup>11</sup>

2. Cultural, educational, and beneficiary activities along the lines of pre-Hitler unionism should be permitted. The unions should also be permitted to give their members legal aid and advice, as well as to represent their members in cases before the labor law courts.

3. No obstacles should be placed in the way of political activities of trade unions when Military Government permits political activity. It is inadvisable to attempt to prohibit discussions and representatives by union on political questions. Two considerations recommend toleration: first, the impossibility of distinguishing between economic and political questions, especially in a period when so large a sector of the economy is subject to governmental regulation; second, the strength of the pre-Hitler tradition in regard to free political expression by unions. Suppression would be largely ineffective since

<sup>9</sup> See Civil Affairs Guide "Wages, Hours, and Working Conditions of Industrial Labor in Germany."

<sup>10</sup> See appendix C.

clandestine meetings would be held, the only effect would be to arouse resentment.

4. It is recommended that Military Government make extensive use of unions and grievance machinery (see below) for such purposes as the following:

a. Maintaining and enforcing price controls, rationing, and elimination of black market practices.

b. General education of the German people in the continuing need for such controls, as well as in democratic processes generally.

c. The guarding of plants and other establishments against sabotage.

d. Identification of Nazis.<sup>11</sup>

In a chaotic period, such as may very well follow the invasion of Germany, labor organizations may become rallying points for the progressive and stable elements in the community. They have a stronger anti-Nazi tradition than any other large group in the population. They have been accustomed in the past to democratically organized institutions.

#### **H. Employers' Associations**

Individual employers and, with the authorization of Military Government, associations of employers may bargain with trade unions in regard to wages, hours, and working conditions. The formation of employers' associations covering agriculture or a single industry should thus be permitted provided that membership is open to all employers on a voluntary and nondiscriminatory basis and that officers are elected by secret ballot and on the basis of equality of all members. Military Government may supervise or review elections in order to prevent Nazis and pro-Nazi elements from holding office as well as to prevent fraud or other irregularities.

It is well to remember that cartels and trade associations were, in the past, not identical with employers' associations, and it may be advisable to insist on a clear demarcation of these three organizations and functions.

#### **I. Grievance Machinery**

The establishment of grievance machinery in industrial plants, shops, and offices is of critical importance to the smooth functioning of industry. It is likely that without the creation of such machinery restlessness among the workers and possibly even underground organizations may develop. While it is not the task of Military Government to shape the future of the German labor movement, nevertheless, the task of promoting law and security will probably be made easier by facilitating the creation of democratically organized machinery for labor grievances on the lowest industrial levels.

It is impossible to predict with certainty what organizational forms will be developed by German labor after the overthrow of Hitler, but it is likely that not only the trade unions but also the work councils which existed before 1933 will again be formed. These councils were sanctioned by the Works Council Act of 1920, which provided for the election of shop stewards by manual workers and salaried employees in all plants with twenty or more employees; in smaller plants a plant

<sup>11</sup> See the Civil Affairs Guide "General Principles for the Dissolution of the Nazi Party and the Elimination of Nazis."

chairman or shop steward (*Betriebsobmann*) was elected. In such plant elections, trade unions of different orientations had an opportunity to put up their own candidates.

The functions of the work council were confined to problems arising in a specific plant, namely, advising the management, assisting in the introduction of new methods of labor, watching over the execution of collective agreements and labor legislation, participating in the drawing up of plant regulations, dealing with complaints and grievances, and exercising certain functions in regard to the dismissal of employees.

In case this or other democratic forms of labor organization arise spontaneously over wide areas after the overthrow of Hitler, it is advisable that Military Government consider these organizations as the recognized grievance machinery in shops and plants. The existence of such organizations provides Military Government with machinery to settle disputes in their earliest stages and with a democratic form of labor organization, which can cooperate with Allied officials on the local level. Though conflicts between such organizations and trade unions are not anticipated, it is recommended that the trade unions, as they re-emerge, retain full authority to represent the employees in case such conflicts arise. To facilitate the work of the grievance committees it is suggested that their meetings be exempted from the regulations concerning the registration of meetings, since the settlement of grievances makes speedy action desirable.

As in all other organizations, active Nazis should not be permitted to hold office in such councils or be protected by any provisions against the dismissal of employees.

#### **J. Strikes and Lock-Outs**

As a general rule strikes and lock-outs in areas under Military Government will not be permitted. In this respect, however, the following considerations must be borne in mind: in the period following the cessation of military operations certain strikes and labor disturbances may be expected as more or less spontaneous expressions of long pent-up, legitimate grievances against unfair terms of unemployment, harsh working conditions, and extreme social inequalities. Where these are the provocations, Military Government should first lend every support to arbitration efforts and should reserve discretion to enforce strike prohibitions according to the circumstances, suspending interference where the strike has no direct effect on immediate tasks. If competent conciliation and arbitration authorities fail to effect a settlement a dispute may be referred to the Military Government Labor Authority.

#### **K. Foreign Labor**

Foreign workers who continue in employment in Germany should be eligible to join trade unions and to participate in elections of the grievance committees.<sup>12</sup>

#### **L. Dismissal Protection**

Protection against the discriminatory dismissal of workers and salaried employees was contained in the Weimar Constitution and

<sup>12</sup> For details see the Civil Affairs Guide "Repatriation and Care of Foreign Civilian Workers in Germany."

other laws, including the Works Council Act of 1920 for the Weimar period, and the Statute for the Regulation of National Labor for the Nazi period. Both statutes will be inoperative in the period of Military Government. It is, therefore, advisable that Military Government enact a proclamation granting a minimum protection against dismissals by the following stipulation, employees may appeal their dismissal to the labor law court within 5 days when the employer has discriminated against them for trade union activity, race, creed, or political belief, or failed to indicate reasons for the dismissal, or asked for services not required by the labor contract or agreement, or when the dismissal can be considered inequitable and is not a result of business conditions in the enterprise.

The employee has no right to appeal when the dismissal is required by law, or is caused by partial or total shut-down of the plant, or is ordered by the Allied Military Government.

Members of grievance committees may be dismissed only with the consent of the committee, and shop stewards may be dismissed only with the consent of the employees unless the labor law court approves the dismissal, or the Allied Military Government authorities order it.

If the labor law court finds the appeal justified, it can order the employer to reinstate the employee.

The labor courts should not give dismissal protection to an employee who they find has actively promoted the idea of the Nazi Party or the Labor Front, or who has held a paid or unpaid office in the Nazi Party or its affiliated or subordinated organizations, or who has been a member of a Plant Brigade, political Shock Troop, or of a Labor Chamber.

## APPENDIX A. GERMAN TRADE UNIONS DURING THE WEIMAR REPUBLIC

### Summary

	Membership <sup>1</sup>	
	1925	1930
<b>1. Organisatorische Gemeinschaft der freigewerkschaftlichen Verbandsgruppen (Free Trade Unions):</b>		
Allgemeiner Dtscher. Gewerkschaftsbund (ADGB) (workers) -----	4, 182, 511	4, 816, 533
Allgemeiner freier Angestelltenbund (Afa-Bund) (salaried employees) -----	428, 185	459, 640
Allgemeiner Dtscher. Beamtenbund (ADB) (civil servants) -----	178, 296	175, 050
<b>Deutscher Gewerkschaftsbund (DGB) (Christian-National):</b>		
Gesamtverband d. christl. Gewerkschaften Dtschlds. (workers) -----	582, 319	778, 863
Gesamtverband Dtscher. Angestellten-Gewerkschaften (salaried employees) -----	411, 113	604, 274
Gesamtverband Dtscher. Beamten-Gewerkschaften (GDB) (civil servants) <sup>2</sup> -----	302, 977	
<b>3. Gewerkschaftsring Deutscher Arbeiter-, Angestellten- und Beamten-Verbaende (Democratic-National):</b>		
Verband d. Dtschen. Gewerkvereine (H. D.) Workers) -----	157, 571	163, 302
Gewerkschaftsbund d. Angestellten (GDA) (salaried employees) -----	271, 016	335, 426
Deutscher Bankbeamten-Verein, E. V. (bank employees) -----	40, 386	39, 700
Allgemeiner Eisenbahnerverband (railroad workers) -----	52, 000	34, 873
Ring Dtscher. Beamtenvenbände (civil servants) -----	42, 000	
Beamtengruppe im Gewerkschaftsring (civil servants) -----		10, 922
Reichsbund Technisch. Assistentinnen, E. V. (technical employees) -----		1, 700
Allg. Verband d. Versicherungsangestellten (insurance employees) -----		18, 270
Verband Deutscher Schiffsahrtsangestellten (shipping employees) -----		3, 434
Verband Deutscher Seeschiffer u. Seesteuerleute (shippers) -----		1, 150
Verband Techn. Schiffoffiziere (ship officers) -----		1, 600
Berufsvereinigung Deutscher Flugzeugführer, E. V. (pilots) -----		232
<b>4. Reichsausschuss Werksgemeinschaftlicher Verbaende (Company Unions):</b>		
Reichsbund vaterlaendischer Arbeiter- u. Werkvereine (patriots) -----		116, 500
Reichsbund Dtscher. Angestellten-Berufsverbände (salaried employees) -----	59, 453	36, 138
Less important federations consist of:		
Communist and Syndicalist Unions.		
Anti-strike (Wirtschaftsfriedliche) Unions).		
Catholic and Protestant Unions.		
Unions of state employees not affiliated with the "Gewerkschaftsring" of the "Gemeinschaft der freigewerkschaftlichen Verbandsgruppen."		
Miscellaneous Unions.		

<sup>1</sup> Source for 1925 figures: *Jahrbuch d. Berufsverbände in Dtschen. Reiche*, 1927.  
Source for 1930 figures: *Statistisches Jahrbuch f. d. Deutsche Reich*, 1932. (Except figures for 1930 membership given for *Allgemeiner Deutscher Gewerkschaftsbund*).  
<sup>2</sup> On 8 October 1926 amalgamated with "Deutscher Beamtenbund."



# WORKERS' UNIONS

## FREE UNIONS

<i>Affiliated Unions</i>	<i>Membership</i>	
	1925	1930 <sup>a</sup>
1. Deutscher Bauwerksbund (building)-----	342, 235	477, 531
2. Deutscher Bekleidungsarbeiter-Verband (clothing)----	82, 822	73, 677
3. Vb. d. Bergarbeiter Dtschlds (miners)-----	187, 818	191, 572
4. Vb. d. Böttcher, Weinküfer u. Hilfsarbeiter Dtschlds. (coopers)-----	(8, 777)	
5. Vb. d. Buchbinder u. Papierverarbeiter (bookbinds)---	49, 958	56, 238
6. Vb. d. Utschen Buchdrucker (printers, craftsmen)---	79, 340	91, 309
7. Zvb. d. Dachdecker Dtschlds. (roofers)-----	9, 357	10, 960
8. Binheitsverband d. Eisenbahner Dtschlds. (railroad workers)-----	197, 990	250, 778
9. Vb. dd Fabrikarbeiter Dtschlds. (factory workers)---	427, 511	457, 346
10. Vb. Dtscher Berufsfeuerwehrmänner (firemen)-----	(7, 926)	
11. Gesamtverb. d. Arbeitnehm. d. öffentl. Betr. u. d. Verkehrs (public enterprises and transportation)---	507, 409	681, 099
12. Dtsche. Filmgewerkschaft, Industrieverband d. Film u. Kinoangehörigen Dtschlds. (film workers)-----	(1, 275)	
13. Zvb. d. Fleischer u. Berufsgenossen Dtschlds. (butch- ers) see 30-----	(12, 818)	
14. Arbeitnehmerverband d. Friseur u. Haargewerbes Dtschlds. (barbers)-----	3, 579	4, 289
15. Vb. d. Gärtner u. Gärtnereiarbeiter (gardeners)-----	(9, 564)	
16. Vb. d. Gemeinde- u. Staatsarbeiter (municipal and state) see 11-----	(200, 464)	
17. Vb. d. graphischen Hilfsarbeiter u. -Arbeiterinnen Dtschlds. (printers' helpers)-----	37, 793	40, 329
18. Dtscher. Holzarbeiter-Verband (woodworkers)-----	297, 511	310, 200
19. Zvb. d. Hotel-, Restaurant- u. Café-Angestellten Dtschlds. (hotels, etc.)-----	23, 470	31, 124
20. Dtscher. Hutarbeiter-Verband (hatmakers)-----	19, 053	16, 966
21. Vb. d. Kupferschmiede Dtschlds. (coppersmiths)-----	6, 269	7, 046
22. Dtscher. Landarbeiter-Verband (farm laborers)-----	185, 212	154, 553
23. Vb. d. Lebensmittel- u. Getränkearbeiter Dtschlds.---	(67, 691)	
idem (food industry) see 80-----	143, 405	177, 834
24. Dtscher-Lederarbeiter-Verband (leather)-----	38, 953	34, 771
25. Vb. d. Lithographen, Steindrucker u. vorw. Berufe (Dtscher Senefelder-Bund) (lithographers)-----	21, 525	25, 015
26. Vb. d. Haler, Hackierer, Anstreicher, Tüncher u. Weissbinder Dtschlds (painters)-----	41, 983	59, 917
27. Zvb. d. Maschinisten u. Heizer sowie Berufsgenossen Dtschlds. (machinists)-----	44, 336	50, 846
28. Dtscher. Metallarbeiter-Verband (metal)-----	764, 609	944, 867
29. Dtscher. Mudiker-Verband (musicians)-----	25, 211	21, 532
30. Dtscher. Nahrungs- u. Genussmittelarbeiter-Verband (food)-----	(54, 119)	
31. Dtscher. Sattler-, Tapezierer- u. Fortefeujller- Ver- band (saddlers)-----	31, 890	29, 877
32. Zvb. der Schornsteinfegergesallen Dtschlds. E. V. (chimney-sweepers)-----	2, 892	3, 114
33. Zvb. d. Schuhmacher Dtschlds (Shoemakers)-----	84, 412	69, 065
34. Allgemeiner Schweizerbund (changed to Malker?) (milkers)-----	11, 255	12, 740
35. Zvb. d. Steinarbeiter Dtschlds (stone workers)-----	55, 931	63, 293
36. Dtscher. Tabakarbeiter-Verband (tobacco workers)---	58, 258	72, 110
37. Dtscher. Textilarbeiter-Verband (textile workers)---	312, 935	290, 122
38. Dtscher. Verkehrsbund (transportation) see 11-----	(289, 455)	
39. Zvb. d. Zimmerer u. verw. Berufsgenossen Dtschlds (carpenters)-----	86, 150	106, 363
40. Zvb. der Glasarbeiter u.-Arbeiterinnen Dtschlds (glass)-----	(45, 392)	

<sup>a</sup> *Jahrbuch des Allg. Dtschen Gewerkschaftsbundes, 1930.*

# WORKERS' UNIONS—Continued

## FREE UNIONS—continued

<i>Affiliated Unions</i>	<i>Membership</i>	
	1925	1930
41. Vb. d. Forzellan u. verw. Arbeiter u. Arbeiterinnen Dtschlds (ceramic)-----	(47, 534)	
On 8 January 1926 the unions listed under 40 and 41 amalgamated and formed the "Keramische Bund"		
Total 4-----	4, 182, 445	4, 816, 533

## CHRISTIAN-NATIONAL UNIONS

Gesamtverband der christl. Gewerkschaften Dtschlds.,  
(Federation of Christian Unions of Germany)

<i>Affiliated Unions</i>	<i>Membership</i>	
	1925	1930
1. Zvb. christl. Bauarbeiter Dtschlds (building)-----	31, 582	49, 113
2. Vb. christl. Arbeitnehmer des Bekleidungsgewerbes (clothing)-----	15, 328	8, 674
3. Gewerkverein christl. Bergarbeiter Dtschlds (miners)-----	101, 757	100, 128
4. Gutenbergbund (Christl. Gewerkschaft Dtscher. Buchdrucker) (printers)-----	3, 201	4, 189
5. Evb. christl. Fabrik- u. Transportarbeiter Dtschlds (factory and transport)-----	55, 630	68, 000
(Sections: Berufsvb. Dtscher Steinarbeiter. Berufsvb. Dtscher Keramarbeiter. Berufsvb. Dtscher Keramarbeiter. Berufsvb. Dtscher Glasarbeiter. Berufsvb. Dtscher Kraftfahrer. Gewerkverein Dtscher Ziegler).		
6. Evb. der Landarbeiter (farm laborers)-----	78, 256	72, 749
7. Dtscher Gartnerverband (gardeners)-----	2, 901	
8. Bd. der Hotel-, Restaurant- u. Cafe-Angestellten Union Ganymed (Incl. Bd. d. Hotelportiers Mtschlds.) (hotels, etc.)-----	16, 492	21, 452
9. Zvb. der arbeitnehmer öffentlicher Betriebe u. Verwaltungen (Incl. Berufsgruppe der Krankenpfleger Dtscher. Strassonwaerterverband) (public enterprises)-----	24, 664	40, 006
10. Graphischer Zvb. (printers)-----	4, 270	5, 133
11. Zvb. weiblicher Hausangestellten Dtschlds. (domestic servants)-----	3, 431	3, 384
12. Gewerkverein der Heimarbeiterinnen (homeworkers)-----	7, 325	7, 289
13. Zvb. christl. Holzarbeiter (woodworkers)-----	27, 985	30, 050
14. Zvb. christl. Lederarbeiter Dtschlds. (leather workers)-----	10, 401	11, 066
15. Zvb. christl. Haler u. verw. Berufsangehörigen Dtschlds. (painters)-----	2, 323	3, 939
16. Christl. Metallarbeiterverband Dtschlds. (metalworkers)-----	109, 639	126, 619
17. Zvb. d. Nahrungs- u. Genussmittelindustriearbeiter Dtschlds. (Incl.: Gewerkschaft der Fleischer, Gewerkschaft der Viehexpedienten, Rvb. der Genossenschaftsangestellten) (food workers)-----	8, 011	10, 512
18. Zvb. christl. Tabakarbeiter Dtschlds. (tobacco workers)-----	20, 993	21, 702
19. Zvb. christl. Textilarbeiter Dtschlds. (textile workers)-----	82, 160	74, 702
Subtotal-----	606, 349	658, 707
Affiliated with Gesamtverband dtscher. Verkehrs- u. Staatsbediensteter (transport and state workers)-----		120, 156
Total-----		778, 863

NB. Rvb. christl. Arbeitnehmer des Bekleidungsgewerbes (clothing) is the official bargaining agent for the Vb. christl. Arbeitnehmer des Bekleidungsgewerbes, and the Gewerkverein der Heimarbeiterinnen Dtschlds.

\* Figures in parentheses are excluded from total.

# WORKERS' UNIONS—Continued

## DEMOCRATIC-NATIONAL UNIONS

### *Verband der Dtschen Gewerkvereine (Hirsch-Duncker)* (Federation of German Unions)

<i>Affiliated Unions</i>	<i>Membership</i>	
	1925	1930
1. Gewv. d. Baeck., Kondit. u. verw. Berufe (H. D.) (bakers)-----	1, 284	3, 932
2. Gewerkverein d. Bekleidungsarbeiter (H. D.) (clothing)-----	5, 462	4, 443
3. Bund Dtscher Brauer (H. D.) (brewery workers)----	911	906
4. Gawerkv. d. Dtsch. Fabr.- u. Handarb. (H. D.) (factory workers)-----	27, 742	29, 903
5. Dtscher FleischergeSELLenbund (H. D.) (butchers)---	9, 897	11, 200
6. Gewerkv. d. Dtsch. Frauen u. Maedchen (H. D.) (female workers)-----	620	703
7. Genfer Vb. d. Hotel- u. Rest.-Angest. (H. D.) (hotels, etc.)-----	8, 000	8, 280
8. Gewerkverein d. Holzarbeiter (H. D.) (woodworkers)-----	8, 023	7, 517
9. Berufsvereinig. Dtsch. Kraftfahrer (H. D.) (truck drivers)-----	1, 350	1, 180
10. Gewerkverein d. Lederarbeiter (H. D.) (leather workers)-----	3, 500	4, 322
11. Gewerkv. d. Maler u. graph. Berufe (H. D.) (painters)-----	280	978
12. Gewerkverein Dtsch. Metallarbeiter (H. D.) (metalworkers)-----	80, 376	72, 956
13. Vd. Dtscher. Schiffahrtsangestellten (H. D.) (shipping)-----	1, 310	3, 434
14. Gewerkverein d. Dtsch. Textilarbeit. (H. D.) (textile)-----	6, 220	6, 403
15. "Gasterea" V. f. Hotel- u. Rest. Angest. (H. D.) (hotels)-----	242	108
16. Vb. der Maschinisten in Hamburg (H. D.) (machinists)-----	16	72
17. Vb. d. Portiers u Berufsgenossen v. Berlin u. Umg., E. V. D. (H. D.) (porters)-----	<sup>5</sup> 360	604
18. Vb. d. Dtschen Parteibeamten, Berlin (party officials)-----	<sup>5</sup> 48	70
19. Rbd. Kommunalen Strassenbahner (H. D.) (street-car workers)-----	1, 500	-----
20. Gewerkverein Dtscher Tabakarbeiter (H. D.) (tobacco workers)-----	258	-----
21. Berliner Kellner-Verein (H. D.) (waiters)-----	258	-----
22. Landarbeiter G. (farm laborers)-----	-----	1, 789
23. Friseurgehilfen und Friseusen G. (barbers)-----	-----	1, 195
24. Lichtspiellvorführer G. (film)-----	-----	1, 295
25. Privatgärtner G. (gardeners)-----	-----	102
26. Berufsmusiker G. (musicians)-----	-----	<sup>6</sup> 242
Subtotal-----	157, 571	163, 302
27. Allgem. Eisenbahner-Verband (railroad)-----	-----	34, 873
Total-----	147, 571	198, 175

<sup>5</sup> Figures for 1924.

<sup>6</sup> Figures for 1931.



# SALARIED EMPLOYEES' UNIONS

## FREE UNIONS

### Allgemeiner freier Angestelltenbund (Afa-Bund)

(General Free Association of Employees)

Affiliated unions	Membership	
	1925	1930
1. Zentralverband der Angestellten (clerks)-----	152, 868	210, 380
2. Internationale Artistenlage, E. V. (actors)-----	6, 387	4, 418
3. Allgemeiner Verband d. Dtschen Bankangestellten (bank empl.)-----	15, 288	10, 639
4. Genossenschaft Dtscher, Bühnengehörigen (stage actors)-----	14, 115	6, 800
5. Dtscher Chorsänger u. Ballett-Verband, E. V. (choir singers and ballet dancers)-----	3, 454	3, 114
6. Dtscher, Fördermaschinen-Verband (mine machinists)-----	3, 080	2, 125
7. Polier-, Werk u. Schachtmeister-Bund t. d. Baugerwerbe Dtschlds. (building stones)-----	13, 798	13, 812
8. Verband Dtscher, Schiffingenieure (ship engineers)---	4, 984	4, 600
9. Verband Dtscher Kapitäne u. Steuerleute der Handels- schiffahrt u. Mechanischerei (sea captains and pilots)-----	3, 100	2, 000
10. Band d. techn Angestellten u. Beamten (technicians)---	60, 694	69, 252
11. Dtscher Werkmeister-Verband (foremen)-----	139, 743	126, 318
12. Werkmeister Verband d. Schuhindustrie (foremen of shoe manufacturing industries)-----	3, 774	3, 091
13. Verband d. Zuschneider, Zuschneiderinnen u. Direkt- ricen (cutters and female overseers)-----	3, 400	3, 300
14. Afa-Bund Polnisch-Oberschlesien-----	3, 500	
Total-----	428, 185	459, 840

## CHRISTIAN-NATIONAL UNIONS

### Gesamtverband Deutscher Angestellten-Gewerkschaften (Gedag)

(Federation of German Employees Unions)

Affiliated unions	Membership	
	1925	1930
1. Deutschnationaler Handlungsgehilfen-Verband (store clerks)-----	271, 852	404, 009
2. Verband d. weibl, Handels- u. Büroangestellten (female office employees)-----	68, 498	92, 031
3. Deutscher Werkmeisterbund (foremen)-----	13, 687	17, 856
4. Verband Deutscher Techniker (technicians)-----	7, 000	14, 215
5. Bd. angestellter Akademiker techn.-naturw. Berufe (university trained technicians)-----	10, 000	7, 285
6. Reichsverband Dtscher. Bergbauangestellter, G.V. (employees of mines)-----	6, 700	12, 754
7. Pachverband der Privateisenbahner (R.R. empl.)-----	9, 000	9, 000
8. Reichsverband d. Büroangestellten u. Beamten (office employees and officials)-----	2, 000	12, 195
9. Reichsverband Dtscher. Guts- u. Forstbeamten (estate and forest supervisors)-----	13, 500	20, 847
10. Reichsverband d. Molkerei- u. Käsereiangestellten (dairy employees)-----	1, 000	900
11. Reichsverband Dtscher. Berufsmusiker (musicians)---	1, 500	1, 000
12. Reichsverband angestellter Aerzte (internees and and physicians)-----	2, 500	3, 000
13. Berufsverband Dtscher. Dentisten (dentists)-----	3, 726	3, 930
14. Verband angestellter Zahnärzte (employed dentists)---	150	-----
15. Verband Dt. Kapitäne u. Schiffsoffiziere (captains and officers on ships)-----	-----	5, 252
Total-----	411, 113	604, 274

\* Excluding Beamten (officials).

# SALARIED EMPLOYEES' UNIONS—Continued

## INDEPENDENT UNIONS

### *"Vela" Vereinigung der leitenden Angestellten* (Association of Executives)

<i>Affiliated unions</i>	<i>Membership</i>	
	1925	1930
1. "Vela" Vereinigung der leitenden Angestellten, E. V.---	16, 800	24, 151
2. Vereinigung v. Oberbeamten in Bankgewerbe (bank executives) -----	4, 300	4, 000
3. Verband oberer Bergbeamten (mine executives) -----	2, 184	2, 636
4. Verband d. auf Privatdienstvertrag angestellten vereideten Landmesser (land surveyors) -----	60	287
5. Bund akademisch gebildete Volkswirte im Behörden-dienst (college trained economists in public employ-ment) -----	-----	127
Totals -----	23, 344	31, 200

### *Reichsbund Deutscher Angestellten-Berufsverbaende* (Federation of German Professional Associations of Employees)

<i>Affiliated Unions</i>	<i>Membership</i>	
	1925	1930
1. Reichsbund Deutscher Angestellten-Berufsverbaende (indiv.) -----	26, 004	36, 138
2. Gesamtverband vaterländischer Angestellten-Vereine (patriotic employees) -----	21, 317	-----
3. Berufsverband Deutscher Bankbeamten (bank em- ployees) -----	6, 821	4, 748
4. Berufsverband Dtscher. Werkmeister (foremen) -----	4, 911	-----
5. Rbd. d. Geschäftsführer, Hotelbeamten u. kaufm. Angest. im Gastwirtsgewerbe (managers, hotel and commercial employees) -----	-----	2, 406
6. Reichsverband Deutscher Haus- u. Privatlehrerinnon (teachers) -----	400	-----
7. Wirtschaftl. Vereinigung im FDA -----	-----	2, 118
8. Reichsbund Dt. Akademiker -----	-----	-----
Total -----	59, 453	-----

## WORKERS AND EMPLOYEES

### CHRISTIAN-NATIONAL UNIONS

### *Reichsausschuss land- u., forstwirtschaftl. Arbeitnehmerverbaende* (Central Committee of Forest and Agricultural Labor Unions)

<i>Affiliated Unions</i>	<i>Membership</i>	
	1925	1930
1. Zentralverband d. Landarbeiter (farm labor) -----	78, 195	-----
2. Reichsverband Dtscher Guts- u. Forstbeamten (farm and forest) -----	13, 500	-----
3. Reichsverband d. Molkerei- u. Käsereiangestellten (dairy) -----	1, 000	-----
4. Deutsche Gärtnerverband (gardeners) -----	2, 843	-----
Total -----	95, 538	-----

## CIVIL SERVANTS

	<i>Membership</i> 1930
Deutscher Beamtenbund ("neutral") .....	1, 019, 902
Reichsbund der höheren Beamten ("neutral") .....	103, 445
Beamtengruppe im Gewerkschaftsring Deutscher Arbeiter-, Ange- stellten- u. Beamtenverbände (democratic) .....	10, 922
Allgemeiner Deutscher Beamtenbund (Affiliated with "Organ. Ge- meinschaft d. freigewerkschaftl. Vdsggruppen) (free) .....	175, 050

## MISCELLANEOUS UNIONS

Verband reisender Kaufleute Deutschlands (travelling salesmen) ..	26, 087
Deutscher Verband Kaufm. Vereine (association of clerks' unions) ..	57, 000
Verband kath. kaufm. Vereinigungen Dtschlds. (Catholic clerks) .....	44, 451
Katholischer Verband d. weibl. kaufm. Angestellten u. Beamtinnen Dtschlds. (Catholic union of female commercial employees) .....	9, 000

## ANTI-STRIKE UNIONS

### *Holding or Peak Organizations*

1. "Hauptausschuss der nat. Industriearbeiterverbände" consists of Reichsbund vaterländischer Arbeiter- u. Werkvereine, E. V., Niederlausitzer Bergbau-Werkgemeinschaft, Arbeiternehmervereinigung im Mitteldeutschen Bergbau.
2. The "Reichslandarbeiterbund" is affiliated with the "Reichslandbund," an employers' organization.
3. The "Rvb. vaterländischer Arbeiter- u. Werkvereine" is affiliated with the "Reichsausschuss werksgemeinschaftlicher Verbände."
4. The same is the case with "Rvb. Dtscher Klein- u. Strassenbahner."
5. On 26 November 1926 the "Rvd. d. Geschäftsführer im Hotel- u. Gastwirtsgewerbe" was affiliated with the "Rbd. Dtscher. Angestellten Berufsverbände."
6. The "Fachverband Dtscher. Kellner" is affiliated with the "Rvb. d. Geschäftsführer im Hotel- u. Gastwirtsgewerbe."

	<i>Membership</i> 1925      1930
Reichslandarbeiterbund (Farm Hands' Union) .....	83, 720

### *Affiliated Unions*

1. Arbeitnehmergruppe des Pommerschen Landbundes ..	( 43, 583)	-----
2. Brandenburgischer Landarbeiterbund .....	( 16, 154)	-----
3. Mecklenburg-Schweriner Landarbeiterbund .....	( 7, 048)	-----
4. Arbeitnehmergruppe des Mecklenburg-Strelitzer Land- bundes .....	( 6, 000)	-----
5. Arbeitnehmergruppe d. Landbundes Grenzmark .....	( 1, 482)	-----
6. Arbeitnehmergruppe des Danziger Landbundes .....	( 1, 830)	-----
7. Schweizer Sennenverband (dairy workers) .....	( 2, 500)	-----
8. Dtscher. Melkerbund (dairy workers) .....	( 1, 800)	-----
9. Rbd. Dtscher. Aufsher u. Vorschnitter (farm superin- tendents) .....	( 473)	-----
10. Indiv. members of Reichslandarbeiterbund .....	( 2, 855)	-----
<i>Rbd. vaterländischer Arbeiter- u. Werkvereine</i> (Patriotic laborers' and Workers' Associations) .....		116, 500
1. Rbd. d. Geschäftsführer im Hotel- u. Gastwirtsgewerbe (hotel managers) .....		-----
2. Fachverband Dtscher. Kellner (waiters) .....		-----
3. Berufsverband Nat. Buchdrucker (printers) .....		-----
4. Rbd. d. Schornsteinfegersellen Dtschlds. (chimney- sweepers) .....		-----
<i>Rvb. Dtscher. Klein- u. Strassenbahner</i> (Streetcar and Miner (Railroad Company's Employees) .....		-----
<i>Rvb. nationaler Gowerkschaften (RNG)</i> .....	104, 000	-----

### *Affiliated Unions*

1. Gewerkschaftsbd. Dtscher Handwerksgesellen (arti- sans) .....	-----
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# ANTI-STRIKE UNIONS—Continued

<i>Affiliated unions</i>	<i>Membership</i>	
	1925	1930
2. Bd. d. Bäcker- (Konditer-) Gesellen Dlds. (pastry and bread bakers)-----	( 25,730)	-----
3. Dtscher. Konditorengehilfen-Vb. (pastry bakers' helpers)-----	-----	-----
4. Industrieb. d. Schokoladenarbeiter u. Arbeiterinnen chocolate ind. workers-----	-----	-----
5. Reichsberufsvb. d. Hotel- u. Gastwirtsangestellten Dtschlds. (hotel employees)-----	-----	-----
6. Vb. der Kochgesellen (cooks)-----	-----	-----
7. Rvb. ehemal. Dtscher. Militärmusiker-----	230	-----
8. Vb. d. Heilgehilfen u. Krankenflieger (nurses and orderlies)-----	-----	-----
9. Nationalvb. d. Metallarbeiter u. -Arbeiterinnen (metal workers)-----	-----	-----
<i>Dtscher. Arbeiterbund</i> (Workers' Union)-----	-----	-----
<i>Reich-Stallschweizer-Bund</i> (Dairy-Farm Workers)-----	-----	2,046
<i>Niederlausitzer Bergbau-Werksgemeinschaft</i> -----	-----	-----
Total-----	187,720	-----

## SYNDICALIST UNIONS

Freie Arbeiter-Union Dtschlds (Anarcho-Syndicalist) (Free Workers' Union)-----	21,000	-----
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### *Affiliated Unions*

1. Föderation der Bauberufsarbeiter Dtschlds (building)-----	-----	-----
2. Föderation der Bauberufe Gross-Berlin (building)-----	-----	-----
3. Föderation der Bergarbeiter Dtschlds (mining)-----	-----	-----
4. Föderation der Metallindustriearbeiter Dtschlds-----	-----	-----
5. Föderation der Holzarbeiter Dtschlds (lumber and wood)-----	-----	-----
6. Föderation aller in Kommunal- u. Staatsbetrieben sowie im Verkehrswesen zu Wasser u. zu Lande beschäftigten Hand- u. Kopfarbeiter (public services and transport—employees and workers)-----	(2,230)	-----
7. Vb. d. Binnenschiffer (inland water transportation)-----	(997)	-----
8. Föderation der textil- u. Bekleidungsind. (textile and clothing industries)-----	-----	-----
9. Interessengemeinschaft aller organisierten Fliesenleger in Rheinland u. Westfalen (tile floor laying)-----	-----	-----
<i>Bund revolutionärer Industrieverbände</i> (Federation of Revolutionary Unions)-----	-----	49,000
1. Industrie-Verband fuer das Baugewerbe (building)-----	20,000	(28,000)
2. Schiffbau-Industrie-Verband (ship building)-----	-----	(332)
3. Verband d. Schiffs- u. Bootsbauer (ship building)-----	486	(4,104)
4. Industrie-Verband f. d. Metallgewerbe (metal working)-----	-----	(4,104)
5. Industrie-Verband f. Berg- u. Hüttenarbeiter (mining and smelting)-----	-----	(1,080)
6. Industrie-Verband f. d. graph. Gewerbe (printing)-----	-----	(881)
7. Bekleidungs- u. Textile-Industrie-Verband (textile and clothing)-----	5,000	(5,200)
Individual members-----	-----	(9,403)
<i>Industrie-Verband</i> (Einheitsorg. aller Arbeiter und Arbeiterinnen) (industries)-----	16,100	-----
<i>Kommunistische Arbeiter-Union</i> (Communist Workers' Union)-----	-----	-----
Allgem. Arbeiter-Union Dtschlds. (Gen. Workers' Union)-----	-----	-----
Total-----	63,586	49,000

## APPENDIX B. PRINCIPLES GOVERNING THE LABOR COURT ACT OF 23 DECEMBER 1926

### Jurisdiction

Jurisdiction in labor matters rests with—

1. Labor law courts for the territory of one or more local courts.
2. District labor law courts attached to the district courts.
3. The Reich labor law court attached to the Reich Supreme Court.

These courts have jurisdiction over civil law suits between employers and employees, manual workers, and salaried employees, and their associations:

1. Arising out of collective agreements, or concerning the existence or absence of such agreements, or arising out of unlawful actions in industrial strife or involving freedom of association.
2. Concerning the existence or absence of employment or apprenticeship contracts, negotiations for their conclusion, or effects of such contracts, or unlawful actions connected with them.
3. Concerning protests of employees or work councils against dismissals.
4. Concerning institution, election, composition, membership, activities, and dissolution of work councils, and dismissal of work council members or shop stewards.

Lawsuits may be excluded by collective agreements in favor of special arbitration proceedings.

### Composition

The courts are composed of professional judges and equal numbers of representatives of labor and management.

Professional judges are appointed to labor courts for periods from 1 to 9 years or for life. They should have special knowledge and experience in labor law and in the social field, gained preferably as mediators or as members of mediation boards.

The lay assessors are appointed for terms of three years. They are chosen from lists submitted by labor unions and employers' associations. They are required to be citizens,<sup>\*</sup> over 25 years of age, and working in the district of the labor law court for over a year. A person may be appointed as employer-assessor although he did not have any employees for a temporary or seasonal period. Agents of employers' associations are also eligible. Unemployed persons may be appointed as employee-assessors. Union agents are also eligible. In their work as assessors, employees are protected against interference from the employers.

Lay assessors of the district labor law courts are required to be over 30 years of age. They should have 3 years' experience as assessor of a local labor law court.

Lay assessors of the Reich labor law court are required to be over

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<sup>\*</sup> For representation of foreign laborers, see the Civil Affairs Guide "The Repatriation and Care of Foreign Civilian Workers in Germany."

35 years of age and should have considerable work experience. They are appointed by the Reich Labor Minister with the consent of the Reich Minister of Justice from lists submitted by the nation-wide federations of employers' associations and labor unions.

#### **Procedure**

The labor law courts' procedure follows the rules established for civil law courts. Appeals from decisions of the labor law court go to the district labor law courts. In especially important cases, the law permits a second appeal to the Reich labor law court.

Unless conciliation procedure before a special conciliation authority has been agreed upon, the proceedings before the labor law court begin with a conciliation procedure directed by the presiding judge.

The parties may be represented by lawyers only before the special courts. Before the local labor law courts they may be represented by agents of their associations.



## APPENDIX C. PRINCIPLES FOR PROPOSED MILITARY GOVERNMENT PROCLAMATION REGULATING COLLECTIVE BARGAINING AGREEMENTS AND ARBITRATION IN LABOR DISPUTES

### 1. Collective Bargaining Agreements

1. Agreements between one or more employers and associations of employees, the terms of which regulate hours, wages, or conditions of employment, are designated as collective bargaining agreements (*Tarifverträge*).

2. Such agreements may be concluded, on the employers' side, by either single employers or associations of employers; on the employees' side by trade unions only.

Persons affected by collective bargaining agreements include members of a group or association at the time the agreement is concluded, as well as persons entering into labor contracts with reference to such an agreement.

3. Collective bargaining agreements should be in writing and be deposited with the authority designated by Military Government.

4. Whenever a collective bargaining agreement has been entered into, any individual labor contract between parties to such an agreement is invalid to the extent that it departs from the stipulations thereof, provided that provisions of a labor contract are not invalid insofar as they are in principle permitted by such agreement or insofar as they operate to the advantage of employees and are not expressly excluded by such agreement. When any provision of a labor contract is invalid, the parties will be governed by the corresponding provisions of the collective bargaining agreement.

5. By official declaration, any collective bargaining agreement may be extended in accordance with the economic policies of Military Government to apply within designated areas to all labor contracts in a given industry or in similar fields of work, even though the employer or employees or both were not originally parties to such agreement.

The declaration of general applicability (*allgemeine Verbindlichkeit*) will be made by Military Government acting through its own Labor Office or through the Central German Labor Office or Regional Labor Exchange as agencies to which authority has been delegated.

6. The declaration provided for in paragraph 5 should be made upon application or at the discretion of Military Government. Applications may be submitted by any party to the collective bargaining agreement, as well as any group of employers or association of employees whose members would be affected by a declaration of general applicability. The original document embodying the agreement or a duly certified copy thereof should be submitted with the application.

7. Notice of filing of application for a declaration of general applicability will be published by Military Government or an authorized

agency, with an indication of the time within which objections may be filed. Upon lapse of such time, and after due consideration of objections, a final decision granting or denying the application should be announced by the authority to whom the application was submitted. Notice of the decision will be published in the *Reichsarbeitsblatt* or other publication designated by Military Government.

8. Collective bargaining agreements of general applicability should be duly registered with the agency designated by Military Government for such purpose. The original document or a duly certified copy thereof will be filed as appendices to the register, and the register together with appendices will be open to the inspection of the public during regular office hours. Copies of collective bargaining agreements may be supplied to interested parties upon payment of costs and any fees prescribed.

9. The provisions of paragraphs 5-8 apply to any changes made in a collective bargaining agreement declared of general applicability, provided that changes relating exclusively to adjustments of monetary payments to rising costs of living may be made without the publication prescribed in paragraph 7 where the application for such change has been filed by all the parties to the collective agreement, or in the case of an application filed by single parties, where no objections thereto have been filed by other parties.

10. Nothing herein shall be construed as authorizing agreements in violation of regulations of Military Government, and any provisions of collective bargaining agreements in violation thereof shall be invalid.

## **II. Compulsory arbitration in labor disputes**

1. Compulsory arbitration of labor disputes may be provided for by collective bargaining agreements or be required by Military Government authorities.

2. The arbitration agency may be a committee provided for by the terms of a collective-bargaining agreement or an arbitration judge or board officially recognized by Military Government. A German agency designated by Military Government may be utilized for this purpose, or officials of Military Government may be appointed. In the case of a German agency serving as a board, there will be added to the independent members in each proceeding a designated equal number of representatives of the employers' association and the employees' union.

3. Where mediation has not been successfully accomplished by a committee provided for by the collective bargaining agreement and the dispute has thereafter been referred by the parties to the arbitration judge or board, or where the dispute has been referred to the arbitration judge or board by authority of Military Government, it will be the duty of the judge or independent members of the board first to exert their best efforts to reconcile the parties. Failing the obtainment of agreement by such efforts, the arbitration judge or board will proceed to consider the evidence and to obtain by suitable procedure such additional evidence as is required. The decision of the judge or board will be given in the form of a proposed draft of an agreement, with a time limit for acceptance or rejection.

4. If the proposed draft is accepted in writing, the agreement will be deemed a collective-bargaining agreement with all the effects thereof.



5. If the proposed draft is rejected by either or both of the parties, a record of the proceedings together with the proposed draft may be referred to a higher arbitration agency or other authority recognized by Military Government. The authority to which the proceedings have been referred may in its discretion, upon consideration of all the evidence, declare the proposed draft to be a valid agreement binding upon the parties and with all the effects of a collective bargaining agreement freely concluded.

6. An agreement declared valid by competent authority is valid to the same extent as collective bargaining agreements voluntarily entered into, and is governed by the provisions regulating collective bargaining agreements in general. Such an agreement, in conformance with the provisions governing collective bargaining agreements may be declared of general applicability within a designated area to all labor contracts in a given industry or in similar fields of work.

